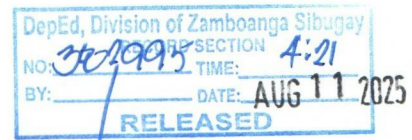




Republic of the Philippines
Department of Education
REGION IX
SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY



11 August 2025

DIVISION MEMORANDUM

No. 3615, s. 2025

**CHANGE OF DATE ON THE CONDUCT OF THE CAREER GUIDANCE PROGRAM
SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisor/District In-Charge
Public Schools Elementary School Heads
All Others Concerned
This Division

1. In relation to Regional Memorandum No. 79, s. 2025, re: **Conduct of the Career Guidance Program School-Based Training of Career Advocates (SBTCA)**, scheduled on August 11-15, 2025, at Pagadian City, and **Advisory No. 223, s. 2025** indicating that the schedule will be changed to **September 3-7, 2025**.
2. This aims to institutionalize comprehensive career guidance programs in secondary school across the Philippines. This initiative also seeks to equip learners with essential skills and knowledge necessary to make informed decisions about their education and career paths, aligned with current labor market trends.
3. A total of **Ninety-Eight (98)** participants from Zamboanga Sibugay Division are enjoined to participate in this training. The list of participants (Annex A) and the indicative program of activities (Annex B) are attached for ready reference.
4. Travel and other incidental expenses of the participants shall be chargeable to Local Funds, Program Support Funds (PSF), Maintenance and Other Operating Expenses (MOOE), or other fund sources, subject to the usual accounting and auditing rules and regulations.
5. Enclosed is a copy of the Regional Memorandum No. 379, s. 2025 with the list of participants from Zamboanga Sibugay Division (*refer to page 9-11*) for reference and guidance.
6. For immediate dissemination and strict compliance.

VIRGILIO P. BATAN JR., CESO V
Schools Division Superintendent

Enc.: As stated

References: Regional Memorandum No. 379, s. 2025
Advisory No. 233, s. 2025

To be indicated in the perpetual index under the subject:
CAREER GUIDANCE L&D

ZS-DM-SGOD-HRD-2025-07-204-0
AMG-202507-11



Republic of the Philippines
Department of Education
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Office of the Regional Director



Advisory No. 233, s. 2025

July 21, 2025

In compliance with DepEd Order (DO) No. 8, s. 2013,
This advisory is issued not for endorsement per DO No. 28, s. 2001
but only for the information of DepEd officials,
personnel/staff, as well as the concerned public.
(Visit www.deped.gov.ph)

**CHANGE OF DATE FOR THE CONDUCT OF CAREER GUIDANCE PROGRAM
SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)**

This has reference to the issued Regional Memorandum No. 377, s. 2025 dated July 17, 2025, from the Office of the Regional Director, re: **CONDUCT OF THE CAREER GUIDANCE PROGRAM SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)** on August 11-15, 2025 in Pagadian City.

Please be advised that the said activity will be moved to **September 3-7, 2025**, instead of August 11-15, 2025 due to conflict of activity and related reasons.

Participants, Speakers and TWG/PMT members shall be granted with service credits and/or Compensatory Time-Off(CTO) in lieu of the training/workshop days that will fall on weekend or holidays in accordance to DepEd Order No. 53, s 2023, and Updated Guidelines on Grant of Vacation Service Credits to Teachers, and CSC DBM Joint Circular No. 2,s. 2015, Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees, respectively.

All other provisions stated in the said Regional Memorandum shall remain in effect.

For your information and guidance.

ESSD/SRBA/kjpb/Ad
046/July 21, 2025

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Cyrus Ricafort
2025.07.21
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Republic of the Philippines
Department of Education
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Annex A - List of Participants

No.	Name	Sex	Designation	Division
DAPITAN CITY				
1	Leopoldo G. Pacaro	M	Teacher-III	Ilaya National High School
2	Lani G. Baes	F	Master Teacher-I	Barcelona National High School
3	Emmanuel A. Verano	M	Master Teacher-I	
4	Jessyl S. Dahili	F	Teacher-III	Dakak National High School
5	Josephus B. Vailcoes	M	Teacher-1	
6	Cecilia P. Cabanlit	F	Teacher-III	Baylimango National High School
7	Arleen V. Alayon	F	Teacher 1	
8	Jude Chester E. Quines	M	Teacher-1	Oro National High School
9	Joseph Eleazar A. Cabilin	M	Teacher-1	
10	Clarissa Mai P. Vasquez	F	Teacher-1	Kauswagan Integrated School
11	Onching D. Ponce	M	Teacher-III	
12	June Rexy C. Magtuba	F	Teacher-1	Guimputlan Integrated School
13	Vanessa M. Acorin	F	Teacher-1	
14	Shckinah Ruth G. Bayron	F	Teacher-1	Selinog Integrated School
15	Elmer A. Bente	M	Teacher-1	
16	Shenna May A. Onganiza	F	Teacher-1	Dapitan City National High School
17	Marilou T. Recamara	F	Teacher-III	
18	Mikhael Q. Quizo	M	Teacher-II	Talisay Integrated School
19	Jean M. Alonso	F	Head Teacher-II	
20	Lowell M. Quezon	M	Teacher-I	Aseniero National High School
21	Eden S. Ulat	F	Teacher-III	
22	Ricardo O. Gestopa Jr.	M	Teacher-1	Potungan National High School
23	Maricjane G. Revil	F	Teacher-III	
24	Lizette T. Trebujena	F	Teacher-III	Sigayan Secondary School
25	Tiffany L. Ubando	F	Head Teacher-II	
26	Carlo A. Paloma	M	Teacher-1	Dampalan Secondary School
27	Maricel M. Bantaya	F	Teacher-1	
28	Bamie A. Lantaca	F	Teacher-III	Sulangon National High School
29	Allan M. Gaballo	M	Teacher-1	
30	Sizette J. Recamara	F	Head Teacher-II	San Pedro Integrated School
31	Cheene C. Tuballa	F	Teacher-1	
32	Joseph Glenn A. Acaylar	M	Teacher-1	Aliguay Integrated School
33	Melvin R. Cabasag	M	Teacher-1	
34	Elvie S. Abubakar	F	Teacher-1	
DIPOLOG CITY				
35	Niño Jeff C M. Benerado	M	Teacher I	Sicayab National High School
36	Marian Jean S. Yapac	F	Teacher III	
37	Aubrey Lane F. Nazareno	F	Teacher I	Cayasan Integrated School
38	Mary Jerin C. Maglangit	F	Teacher I	
39	Daryl D. Magusara	M	Teacher I	Miputak National High School
40	Hyasinth D. Tribujeña	F	Teacher III	
41	Joennifer J. Galvez	M	Teacher II	Alberto Q. Ubay Memorial Agro-Tech Science High School
42	Marivic A. Goite	F	Teacher III	
43	Fritz C. Peñosa	M	Teacher I	Galas National High School
44	Arcelita P. Taclob	F	Teacher III	
45	Arghel A. Torres	M	Teacher I	Cogon National High School
46	Charede L. Bantilan	F	Teacher III	
47	Aggie L. Sumog	M	Teacher III	Pamansalan Eco-Tech High School
48	Richel M. Bracero	F	Teacher I	
49	John Patrick A. Falconite	M	Teacher I	Upper Dicyas Integrated School
50	Mylene C. Banagua	F	Teacher III	
51	Jose Rolando S. Caincay	M	Teacher III	Dipolog City National High School
52	Joselyn B. Garcia	F	Teacher III	
53	John Chris S. Pontioso	M	Teacher I	Gulayon Integrated School
54	Maria Bianca N. Cañoneo	F	Teacher III	
55	Melvin T. Hamoy	M	Teacher I	Tubod Integrated School
56	Russel S. Omandam	F	Teacher I	
57	Jade A. Bengua	M	Teacher III	Punta National High School
58	Rose Vick E. Talic	F	Teacher III	
59	Ridge C. Balolong	M	Teacher II	Zamboanga del Norte National High School Turno
60	Charmalou P. Ogarte	F	Teacher III	
61	Joel M. Salonoy Jr.	M	Teacher III	Sta. Filomena Integrated School



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62	Tracia Maechille P. Leciralde	F	Teacher III	
63	Georey E. Paglinawan	M	Teacher I	
64	Stephanic Jean H. Del Coro	F	Teacher I	Sinaman Integrated School
65	Jeaann A. Realiza	F	Teacher III	Zamboanga del Norte National High School
66	Romulo Nalzaro	M	Teacher II	
ISABELA CITY				
67	Aiza C. Bello	Female	T-III	Tandung Ahas NHS
68	Albisun Alano	Male	T-I	Malamawi National High School
69				Lampinigan National High School
	Alimar Hasan	Male	T-II	
70	Bajar Salih	Male	T-II	Basilan NHS
71	Carolina L. Degamo	Female	T-II	Isabela City NHS
72	Ernesto H. Arellano Jr.	Male	T-III	Panigayan Integrated School
73				Calvario Peak National High School
	Gina B. Soledad	Female	T-I	
74	Huraida J. Sarail	Female	T-I	Caro National High School
75				Calvario Peak National High School
	Ian F. Andajao	Male	T-II	
76	Ibzhaz J. Sakib	Male	T-II	Kumalarang NHS
77	Isabelita R. Abilla	Female	T-III	Baluno National High School
78	Jonardo Q. Laporga	Male	T-III	Tandung Ahas NHS
79	Leopoldo E. Bentulan	Male	T-II	Begang NHS
80	Maria Eliza Jane B. Sacupayo	Female	T-III	Malamawi National High School
81	Maria Teresa D. Nanang	Female	T-I	Panigayan Integrated School
82	Marilyn Aijul	Female	T-II	Basilan NHS
83	Moh Jain J. Ansaruddin	Male	T-II	Caro National High School
84	Nazer K. Usman	Male	T-I	Baluno National High School
85				Badjao Floating Integrated School
	Nhudzman M. Abbisi	Male	T-I	
86	Nurhuda M. Sattar	Female	T-I	Basilan NHS - Night
87	Pilar Ramos	Female	HT-I	Begang NHS
88	Reynaldo S. Montebon	Male	HT-I	Basilan NHS - Night
89				Badjao Floating Integrated School
	Rheedzna A. Said	Female	T-I	
90	Ronilo A. Dagamo	Male	T-II	Isabela City NHS
91				Lampinigan National High School
	Sheerina Arsa	Female	T-II	
92	Sumlaiha P. Harun	Female	T-III	Kumalarang NHS
93	Joel Bansalan	Male	HT-II	Ismael IS
94	Nihman Benson	Male	HT-II	Masola NHS
95	Dianna Musaddaman	Female	T-II	Geras Integrated School
96	Basser L. Abbas	Male	T-III	Geras Integrated School
PAGADIAN CITY				
97	Hope Rogan D. Tiongco	M	T-III	
98	Analyn P. Alinañera	F	T-III	Bogo Integrated School
99	Earl Antonette H. Fernandez	M	T-I	
100	Sandy Mc H. Carbonilla	F	T-I	Bulawan Integrated School
101	Armando S. Fat	M	T-I	Co Tek Chun National Trade School
102	Naima O Muslim	F	T-II	
103	Kent Anthon R. Saladaga	M	T-II	
104	Riza C. Carida	F	T-III	Ditoray NHS
105	Den Mark B. Ladit	M	T-I	
106	Jovelyn S. Umban	F	T-I	Dumalian Integrated School
107	Thea Karen Andrin	F	T-I	
108	Viviana L. Barce	F	T-III	Francisco P. Consolacion NHS
109	Gerlin Basadre	F	T-III	
110	Jay Ann N. Carbajosa	F	T-I	Gubang Integrated School
111	Brian L. Reselosa	M	T-I	
112	Marychie C. Cristuta	F	T-I	Kagawasan Integrated School
113	Samuel rez C. Pailden	M	T-I	
114	Judith C. Villagrancia	F	T-III	Kalasan Integrated School
115	Roy Davin	M	T-I	
116	Jovy S. Malayan	F	T-I	La Suerte Integrated School
117	Dominick Sarayan	M	T-3	Lala NHS



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118	Honey Beth D. Atis	F	HT-II	
119	Ernesto Balili	M	T-I	Lison Valley NHS
120	Reahmie Sumamban	F	T-II	
121	Roylan Hope Petiluna	M	T-I	Lourdes NHS
122	Laarnie Gemina	F	T-I	
123	Jean B. Ybanez	F	T-III	Manga NHS
124	Elsa Sanopao	F	HT-II	
125	Roland C. Dacalos	M	T-III	Napolan NHS
126	Evangeline Martel	F	HT-III	
127	Samuel Sacapano	M	T-III	Norberta Guillar MNHS
128	Sheena Marie Omandan	F	T-III	
129	Revmevon Rex Bucol	M	T-I	Otto Lingue NHS
130	Jean Bee R. Bucol	F	T-I	Pagadian City National Comprehensive High School
131	Alvin B. Pano	M	T-I	
132	Jeshila C. Canicon	F	T-III	Pagadian City NHS
133	Beverly A. Mayormita	F	T-III	
134	Marianne Y. Fiel	F	HT-I	Pagadian City Science HS
135	Evan Rhy Galvez	M	T-III	
136	Bliss Daygera Ladores	F	T-II	Poloyagan Integrated School
137	Marie Cris B. Balantac	F	SST-I	
138	Elma P. Luzon	F	T-III	San Pedro NHS
139	Reynaldo G. Ocampo	M	T-III	
140	Jessel Ren B. Auxtero	F	T-III	Sta Lucia NHS
141	Dines M. Ando	M	T-III	
142	Neca N. Tooquero	F	T-III	
143	Alvin B. Macalisang	M	T-III	Tawagan Sur NHS
144	Anna Katrina P. Faustorilla	F	T-III	
145	Jovanne B. Carator	M	SPET -III	Tomas Sagun Int. School
146	Emma A. Andales	F	T-I	
147	Richard S. Ybanez Jr.	M	T-I	Tulangan Int. School
148	Cressian Jade M. Oncoy	F	T-I	
149	Arthur Jeffee Padayao	M	HT-I	Tulawas Int. School
150	Maria Roselyn A. Bustamante	F	T-III	
151	Jed Abacahin	M	HT	Zamboanga del Sur NHS
152	Nicel R. Ramirez	F	T-III	Zamboanga del Sur School
153	Emar Octo	M	T-II	Senior High School
154	Chyll Magsayo	F	T-III	Co Tek Chun NTS
155	Ruben S. Pepino Jr.	M	HT-III	ZSNHS-JHS
156	Jed Abacahin	M	HT-II	Tomas Sagun Int. School
157	Emma Andales	F	T-III	Dominador Ycogo Int. Sch
158	Laiwelyn V. Beroy	F	T-I	Kalasan Int. School
159	Charmaine Marquez	F	T-III	Pag. City NHS
160	Maricel Yanoyan	F	T-II	
ZAMBOANGA CITY				
161	Angelo F. Jerolaga	Male	Teacher III	Arena Blanco NHS
162	Rosemary V. Alas-as	Female	Teacher III	Arena Blanco NHS
163	Ariel Matulac	Male	Teacher I	Ayala NHS
164	Shiela T. Lim	Female	Master Teacher I	Ayala NHS
165	Jeanalyn B. Nieva	Female	Teacher II	Baliwasan SHS SA
166	Renz Alvid A. Estanislao	Male	Teacher II	Bolong NHS
167	Jay Al Rico	Male	Teacher I	Buenavista Integrated School
168	Marilyn Pagdanganan	Female	Teacher I	Bunguiao NHS
169	Arwin G. Macotocruz	Male	Teacher III	Cabaluay NHS
170	JONALYN G. GASPAS	Female	T-II	Cabaluay NHS
171	Myrna M. Dapii	Female	Teacher I	CALABASA ANNEX
172	JACQUELINE D. BIAO	Female	Teacher III	Canelar IS
173	Rene T. Onos	Male	Teacher II	Capisan NHS
174	James B. Clemente	Male	Teacher I	Culianan NHS
175	Sandralyn N. Muharram	Female	Master Teacher I	Culianan NHS
176	EMILY D. SANTIAGO	Female	Teacher III	Curuan NHS
177	Hermie A. Marcial	Male	Teacher III	Curuan NHS
178	Yani M. Jahani	Female	Teacher II	ECC Baluno NHS
179	EMIL ARANAL	Male	Teacher III	JHS - Don Pablo A. Lorenzo MHS
180	MYRNA P. DINAPO	Female	Teacher III	JHS - Don Pablo A. Lorenzo MHS
181	JUDITH ANN E. PANGAN	Female	T-II	Lamisahan National High School
182	Rainbern A. Salvador	Male	Teacher I	Landang Gua NHS



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183	Cristy M. Iturraide	Female	T-I	LICOMO ANNEX
184	PRECILLA P. UBAY	Female	T-I	Limaong NHS
185	Anwar A. Salasain	Male	Teacher I	Limpapa NHS
186	Rose Ann P. Alberto	Female	Teacher I	Limpapa NHS
187	Pat Arnee I. Arradji	Female	Teacher II	Lubigan NHS
188	Hussein W. Hassan	Male	Teacher II	Mampang NHS
189	Nursalyn A. Maddas	Female	Teacher III	Mampang NHS
190	Rachel L. Alfonso	Female	Teacher II	Mangusu IS
191	Asan A. Barhama	Male	Teacher I	Manicahan NHS
192	Marianne B. Gutierrez	Female	T-I	Manicahan NHS
193	Joseph M. Orbecido	Male	Teacher II	MCLL NHS
194	Imee Rizel A. Apolinario-Marin	Female	Teacher II	Mercedes NHS
195	James V. Marin	Male	Teacher I	Mercedes NHS
196	Nelma A. Daup	Female	Teacher II	Pasobolong NHS
197	ADREINNE EARL NARZABAL	Male	Teacher III	Pasonanca NHS
198	MARQUE CEDRICK E. ADRIANO	Male	Teacher II	Ramon Enriquez NHS
199	Harvey M. Mamang	Male	Teacher I	Recodo NHS
200	JOLLY BEE A. MAHIR	Female	T-II	Recodo NHS
201	Marina P. Chavez	Female	Teacher III	Regional SHS
202	Winfred Z. Patagoc	Male	Teacher I	Regional SHS
203	Junalyn T. Derla	Female	Teacher I	San Roque NHS
204	Philip Brayle Q. Fabella	Male	Teacher I	San Roque NHS
205	Catherine B. Felix	Female	Master Teacher I	Sangali NHS
206	Mark Anthony U. Santos	Male	Teacher II	Sangali NHS
207	Josephine C. Maglaya	Female	Teacher III	SHS- Don Pablo A. Lorenzo Memorial Stand Alone
208	ROMEL BUHAT	Male	Teacher II	SHS- Don Pablo A. Lorenzo Memorial Stand Alone
209	Rosemarie R. Oriola	Female	Teacher-I	Sibuktok NHS
210	LESLIE ANN V. GONZALES	Female	T-III	Sibulao NHS
211	Vilma Jacquiline B. Rodriguez	Female	Teacher I	Sinoropan NHS
212	Ma. Razzel P. Acuna	Female	Teacher III	Sinubong NHS
213	CARMI ROMLON	Female	Teacher I	Sinunuc NHS
214	Hamsid A. Daud	Male	Teacher III	Sinunuc NHS
215	Maria Raquel D. Ramos	Female	Teacher I	Southcom NHS
216	Norberto G. Espanola	Male	Teacher I	Southcom NHS
217	Eric L. Carpio	Male	Teacher I	Tagasilay NHS
218	Roshelle P. Sultones	Female	Teacher I	Tagasilay NHS
219	SURTINA A. DE GUZMAN	Female	Teacher II	Talisayan NHS
220	Fatima U. Emmanuel	Female	T3	Talon-Talon NHS
221	JAYPEE CHRISTOPHER M. ALO	Male	SST-I	Talon-Talon NHS
222	Julito F. Abong Jr.	Male	Teacher I	Talsayan NHS
223	MARITONI G. DESTUA	Female	T-I	TDHANMIS
224	Al- Hizar A. Sencio	Male	Teacher I	Tictapul NHS
225	Charina C. Pucot	Female	Teacher III	Tictapul NHS
226	Maily P. Abduharis	Female	Teacher I	Tigtapon NHS
227	April Joy F. Juhan	Female	Teacher II	Tolosa NHS
228	Jemuel Marc Nikko V. Urciada	Male	Teacher I	Tolosa NHS
229	Elbert L. Manayon	Male	Teacher III	Tulungatung NHS
230	Norelie F. Lambo	Female	Teacher III	Tulungatung NHS
231	CRISANTO F. URO	Male	SST I	Tumaga National High School
232	SHELA R. SIASON	Female	SST I	Tumaga National High School
233	Alfie S. Gulam	Female	Teacher III	Vitali NHS
234	Alvin Suico	Male	Teacher II	Vitali NHS
235	Fernan Von R. Kaibing	Male	T-II	Zamboanga City High School
236	Junzette Gesulgon	Female	T-III	ZCHS-MAIN
237	JUPITER S. MONTERO	Male	T-III	ZNHS -WEST
238	Al- Fahad A. Addani	Male	Teacher III	Baliwasan SHS SA
239	RUSLINE A. TIBLLANI	Male	Teacher II	Canclar IS
240	ZELLAH EASTER G. LUSAY	Female	Teacher I	Pasonanca NHS



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ZAMBOANGA DEL NORTE					
241	Abdul Nhaem R.	M	Teacher III/SOIC		
242	Carol E. Aligay	F	Teacher I		Datagan National High School
243	Agnes A. Sanchez	F	Teacher I		
244	Henry N. Mohamad	M	Teacher I		Dansalan Integrated School
245	Agnes P. Paje	F	Teacher I		
246	Roy P. Bacor	M	Teacher I		Lunday National High School
247	Alaiza G. Golosino	F	Teacher II		
248	Samson S. Ramiso	M	Teacher II		Balas National High School
249	Alexander M. Torres	M	Teacher III		
250	Irish G. Esmael	F	Teacher III		Sianib National High School
251	Alma A. Tumpag	F	Teacher III		
252	Noel G. Ormillo	M	Teacher II		Palandok National High School
253	Alma F. Gumial	F	T-1		
254	Garry R. Dela Banda	M	T-1		Manukan NHS - Serongan Annex
255	Alvin G. Solmayor	M	Ht II		
256	Wilmera D. Elviña	F	Ht II		Bacong National High School
257	Anafelia M. Redulla	F	Teacher I		
258	Rene A. Rebato	M	Head Teacher I		Bartolome Lira, Sr. NHS
259	Angel Sanchez	F	Teacher II		
260	Jhon Mar P. Ringanilla	M	Teacher II		Pianon National High School
261	Anthony D. Egos	M	Teacher I		
262	Jorigen T. Tupas	F	Teacher I		Moliton National High School
263	Arbel John A. Teves	M	Teacher II		Celestino T. Montaña Sr. National High School
264	Marjorie Y. Cantil	F	Teacher I		
265	Argie M. Sailo	M	Teacher III		
266	Rica O. Dionaldo	F	Teacher I		Tininggaan National High School
267	Ariel B. Cajeta	M	Teacher I		
268	Dionesio S. Panares Jr.	M	Teacher II		Ubay National High School
269	Ariel De La Cruz	M	Teacher I		
270	Claire G. Miranda	F	Teacher I		Gutalac National High School
271	Reggie P. Agrabio	M	Teacher I		
272	Cheeryll M. Andamon	F	Teacher III		Tampilisan National High School
273	Arnel B. Tormis	M	Ht II		
274	Joyce Jingle D. Campos	F	Teacher I		Polanco National High School
275	Arnold A. Codezar	M	Head Teacher I		
276	Elmie V. Dignadice	F	Teacher II		Canatuan National High School
277	Arnold C. Pagente	M	Teacher III		
278	Joy O. Bayer	F	Teacher II		Piñan National High School
279	Aundrey Joy M. Galicia	F	Teacher I		
280	Ramil A. Barillo	M	Teacher III		Labason Integrated School
281	Barbette S. Asentista	M	Teacher III		Sergio Osmeña NHS Ext. - Bagong Baguio
282	Geraldine L. Arreola	F	Teacher III		
283	Benjie T. Lumigon	M	Teacher I		
284	Jude May R. Omictin	F	Teacher I		Pitawe Integrated School
285	Bernyl G. Manolong	M	Teacher II		
286	Ethel Grace S. Cabugnason	F	Teacher I		Sirawai National High School
287	Carmelle Dawn Enguito	M	Teacher III		New Dapitan National High School
288	Jenevie A. Ramoga	F	Teacher III		
289	Celsor A. Racho	M	Head Teacher I		Liloy National High School
290	Jan Darbeth F. Borres	F	Teacher III		
291	Janirey Kaye Y. Dagondon	F	Teacher III		
292	Edjaw L. Tapsin	M	Head Teacher I		Kalawit National High School
293	Charina V. Lape	F	Teacher III		Sergio Osmeña National High School
294	Josua S. Azucenas	M	Teacher III		
295	Charlene G. Casol	F	Teacher I		
296	Policarpio Q. Alga Jr.	M	Teacher III		Patawag National High School
297	Charles Warren A. Jimenez	M	Teacher I		
298	Esterlita D. Pongasi	F	Teacher III		Diongan National High School
299	Cheda M. Pia	M	Teacher I		
300	Leah Carl R. Jailani	F	Teacher I		Lintangan Integrated School
301	Cherilyne B. Ajero	F	Teacher III		
302	Jobert Lopina	M	Teacher II		Godod National High School
303	Cherrylyn A. Amonsot	F	Teacher I		
304	Ricky N. Acain	M	Teacher III		San Juan National High School



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305	Chrisler S. Cating	M	Teacher I	Teresita Integrated School
306	Mylin S. Magting	F	Teacher I	
307	Cirila C. Villarosa	F	Teacher III	Paranglumba Integrated School
308	Ryan L. Sibuco	M	Teacher I	
309	Clarissa S. Hugasan	F	Teacher II	Sta. Maria National High School
310	Robert T. Aliocod	M	Teacher II	
311	Clide R. Caperida	M	Teacher I	Galingon National High School
312	Liza P. Patricio	F	Teacher III	
313	Corledes D. Bermudo	M	Teacher III	Ramon Magsaysay National High School
314	Razel Jane A. Guido	F	Teacher III	
315	Cory S. Ignacio	F	Teacher III	Siocon National Science High School
316	Hivy R. Baloyo	F	Teacher III	
317	Cris Nonette A. Agum	F	Teacher III	Tugop National High School
318	Emerito P. Dingal	M	Teacher III	
319	Danilito Lanioso	M	Teacher I	Seroan Integrated School
320	Mary Ann Supat	F	Teacher I	
321	Daryl Marie M. Solivio	M	Teacher I	Daniel Maing Integrated School
322	Marrybeth A. Yagos	F	Teacher III	
323	Delrick John S. Cernal	M	Teacher II	Lapero NHS
324	Norfelin E. Rosos	F	Teacher I	
325	Dinah L. Naong	M	Teacher I	Molos Integrated School
326	Rosielie Ann J. Caballero	F	Teacher III	
327	Dino C. Balagot	M	Teacher I	Marupay NHS
328	Evalen M. Gumalal	F	Teacher I	
329	Divina B. Sumagang	F	Teacher III	Sianan National High School
330	Ranil M. Martinez	M	Teacher I	
331	Dolcita P. Baldecasa	F	Teacher III	Apolonio Molina Integrated School
332	Renato S. Espiritu	M	Teacher III	
333	Dorcin C. Caboverde	M	Teacher I	Piñalan Integrated School
334	Irs S. Betoy	F	Teacher I	
335	Efren M. Gumate	M	Teacher II	Silawe NHS
336	Lerma R. Moay	F	Teacher II	
337	Elisa E. Tamondong	F	Teacher III	Mutia NHS
338	Jose Norel Tacap Jr.	M	Teacher II	
339	Elma O. Camion	F	Teacher III	Raba National High School
340	Jay Airey Q. Fiel	M	Teacher II	
341	Emmalou C. Rosal	F	Teacher II	Alam Mudja Sai National High School
342	Xavier Jome G. Ando	M	Teacher I	
343	Engilbert O. Dela Cruz	M	Teacher III	Canuto Enerio National High School
344	Marites A. Regencia	F	Teacher I	
345	Enrique G. Barja Iii	M	Teacher I	Ponot National High School
346	Marisol A. Duran	F	Teacher II	
347	Mark Jayson P. Bantiad	M	Teacher III	Kipit Agro-Fishery High School
348	Gecela Tamayo- Bayot	F	Teacher III	
349	Marvic June B. Corpuz	M	Teacher I	Balakan National High School
350	Gimar Grace R. Ytang	F	Teacher I	
351	Ginger S. Pomicpic	F	Teacher I	Saluyong NHS
352	Jhon Mark G. Tamayo	M	Teacher I	
353	Glydel A. Abello	F	Teacher II	Don Jose Aguirre NHS
354	Manfred R. Santillana	M	Teacher I	
355	Grecia Mae D. Halasan	F	Teacher I	La Union Integrated School
356	Japhet C. Awa	M	Teacher I	
357	Guinson R. Naong	M	Master Teacher I	Malintubonan National High School
358	Hira Bartiana	F	Teacher I	
359	Joel Sarita	M	Teacher II	Sindangan National High School
360	Nova Jean C. Bermejo	Female	Teacher II	
361	Ralph M. Santiago	Male	Teacher III	Siayan National High School
362	Merging S. Oguis	Female	Teacher III	
ZAMBOANGA DEL SUR				
363	Joshua E. Baguio	M	Teacher 2	Aurora NHS
364	Desielou C. Perales	F	Teacher 3	
365	Jemuel G. Marata	M	Teacher 1	Kauswagan NHS
366	Nova F. Misal	F	Teacher 1	
367	Richard C. Abadies	M	Master Teacher 1	Commonwealth NHS
368	Rufina A. Quieta	F	Teacher 3	
369	Marie Rubeth Macabinta	R. M	Teacher 2	Monte Alegre NHS



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370	Mark Donell C. Lumasag	F	Teacher 1	
371	Domingo Rodriguez	M	Teacher 3	
372	Jennifer L. Abanio	F	Teacher 1	Bayog National TVHS
373	Jannel B. Matias	M	Teacher 1	
374	Noralyn A. Tingcang	F	Teacher 1	Depase NHS
375	Gerry Kabalo	M	Teacher 3	
376	Settie Norpha P. Abbas	F	Teacher 3	Dimataling NHS
377	Jake Gomez	M	Teacher 1	
378	Jhonillen Ambalong	F	Teacher 3	Laureano Salusod NHS
379	Ching T. Nantes	M	Teacher 3	
380	Mercedes T. Ecat	F	Teacher 3	Dinas NHS
381	Haidee P To Malalis	M	Teacher 3	
382	Michael S. Torres	F	Teacher 1	Legarda Dos NHS
383	Dalmacio Dela Torre	M	Head Teacher 1	
384	Nelia V. Bongcac	F	Teacher 3	Proper Dimaya NHS
385	Johnny C. Galvez	M	Teacher 1	
386	Anne L. Amorganda	F	Teacher 3	Dumalinao NHS
387	Lorje Arcol E. Gumibao	M	Teacher 1	
388	Emma S. Malalis	F	Head Teacher 1	Rebokon AVHS
389	Christopher S. Lumantao	M	Teacher 1	
390	Hazel S. Olongayo	F	Teacher 2	Ma. Clara Lobregat NHS
391	Rollan C. Ursunal	M	Teacher 1	
392	Emily E. Dula	F	Teacher 3	Dumingag NHS
393	Edgar L. Piojo	M	Teacher 3	
394	Glyndel O. Gapo	F	Teacher 3	Dulop NHS
395	B. Jarmin	M	Teacher 2	Dulop NHS - Bag-ong Valencia Ext.
396	Marichu M. Pacto	F	Teacher 3	
397	Freny D. Moli Jr.	M	Teacher 1	
398	Myla B. Ebillo	F	Teacher 2	Guipos NHS
399	Emmanuel H. Olivar	M	Teacher 3	
400	Avelina A. Balaobao	F	Head Teacher 4	Balongating NHS
401	Franklin Cyrus Conejos	M	Teacher 3	
402	Cashmir B. Moñeza	F	Teacher 3	Dawa NHS
403	Rivie N. Velasco	M	Teacher 1	
404	Karen Joy M. Velasco	F	Teacher 3	Bogo Calabat IS
405	Ernesto C. Flores	M	Master Teacher 1	
406	Manalin A. Indanan	F	Teacher 3	Kumalarang NHS
407	Julibert B. Patriarca	M	Teacher 3	
408	Dearlie B. Saavidra	F	Teacher 3	Picanan NHS
409	Sabre C. Manas	M	Teacher 3	
410	Jianesa B. Badal	F	Teacher 2	New Labangan NHS
411	Gregorio P. Cedullo li	M	Teacher 3	Zamboanga Del Sur School For Arts
412	Marites Empleo	F	Teacher 1	
413	Bernard D. Villegas	M	Teacher 3	
414	Carlyn P. Florendo	F	Teacher 3	Francisco A. Relacion NHS
415	Aries Glenn Braga Galao	M	Teacher 3	
416	Eva T. Sacala	F	Teacher 1	Tawagan Norte NHS
417	Raymond C. Gallegos	M	Teacher 3	
418	Isabel M. Liwagon	F	Teacher 3	Poblacion Comprehensive NHS
419	Bernie L. Ego-Ogan	M	Teacher 3	
420	Jocelyn R. Fantonial	F	Head Teacher 1	Bag-ong Kahayag NHS
421	Veejay Lubosan	M	Teacher 2	
422	Adorna Lee D. Baud	F	Teacher 1	Lapuyan NHS
423	Samuel B. Racoma	M	Teacher 3	
424	Levie C. Gacang	F	Teacher 3	Bulawan NHS
425	Junard E. Sagape	M	Master Teacher 1	
426	Sheila C. Alastra	F	Teacher 3	Mahayag SAT
427	Gilbert N. Tarondoy	M	Teacher 1	
428	Carissa Grace E. Diron	F	Teacher 1	PARAISO NHS
429	John Rey O. Manco	M	Teacher 1	
430	Antonia C. Dela Torre	F	Teacher 1	San Jose NHS
431	Ju Dandre M. Apale	M	Teacher 2	
432	Evelenda G. Antido	F	Teacher 3	Daniel C. Mantos NHS
433	Dindo S. Cañon	M	Teacher 3	
434	Judee Caroline G. Sayson	F	Teacher 3	Toribio Minor NHS
435	Allan B. Daih	M	Teacher 3	
436	Arlene T. Clarion	F	Teacher 2	Balintawak NHS



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437	Roemer Babatid	M	Teacher 2	
438	Ella Balucan	F	Teacher 1	Midsalip NHS- Main
439	Rudor June D. Servino	M	Teacher 1	
440	Hazel E. Pusod	F	Teacher 2	Golictop NHS
441	Jefrey D. Batuigas	M	Teacher 3	
442	Rhezza P. Anino	F	Teacher 3	Molave VTS
443	Arnold M. Compayan	M	Teacher 3	
444	Ana T. Lobiano	F	Teacher 3	Parasan NHS
445	Kirk Sarabia	M	Teacher 1	
446	Manelyn Flores	F	Teacher 3	Simata NHS
447	Ace James C. Luy	M	Teacher 3	
448	Aicelle Grace A. Rapisura	F	Teacher 3	Paulino Dari NHS
449	Alvir Agan	M	Teacher 3	
450	Maria Amey G. Jabian	F	Teacher 3	Panubigan NHS
451	Charym Labarda	F	Teacher 3	
452	Aldwin D. Abalos	M	Teacher 2	Ramon Magsaysay NHS
453	Jed C. Borling	M	Teacher 3	
454	Evan Rizalie C. Toquero	F	Teacher 3	Esperanza Switch NHS
455	Renadlo Casipong	M	Teacher 1	
456	Irish Ruth D. Ceniza	F	Teacher 3	Betinan NHS
457	Junjay S. Nabasca	M	Teacher 3	
458	Ilyn R. Alisaca	F	Teacher 3	Dao-an NHS
459	James Nathan D. Ferrater	M	Teacher 2	
460	Aiza P. General	F	Teacher 2	Teniapan NHS
461	Roy B. Esic	M	Teacher 1	
462	Catherine D. Tornandizo	F	Teacher 1	Judge Edmundo Pinga NHS
463	Elizardo A. Alfanta	M	Head Teacher 2	
464	Allen Z. Palacio	F	Teacher 1	Eugenia Andrin NHS
465	Jon Arne P. Copingco	M	Teacher 2	
466	Ivy C. Gaco	F	Teacher 1	Sominot NHS
467	Alex P. Leonardo	M	Teacher 2	
468	Jeanrose B. Daboda	F	Teacher 3	Conception NHS
469	Arniel Gapol	M	Teacher 3	
470	Diamailyn Maglasang	F	Teacher 3	Baganian NHS
471	Nick Eugene O. Cabante	M	Teacher 3	
472	Anecita A. Durias	F	Teacher 3	Tabina NHS
473	Jovit C. Segualan	M	Teacher 3	
474	Felda P. Omega	F	Teacher 1	Tambulig NHS
475	James C. Pahilan	M	Teacher 1	
476	Louredel Ybanez	F	Teacher 1	Bag-ong Kauswagan NHS
477	Peter Pahilan	M	Teacher 3	
478	Elvira C. Saladaga	F	Teacher 3	Tigbao NHS
479	Roldan A. Leparto	M	Teacher 3	
480	Lolita B. Madera	F	Teacher 3	Nilo NHS
481	Jeriel Oculares	M	Teacher 1	
482	Mary Roten Laranjo	F	Teacher 3	Navalan NHS
483	Dante O. Del Mundo	M	Teacher 1	
484	Novah Jane G. Basubas	F	Teacher 3	Tabuan NHS
485	Eddie Cadutdut	M	Teacher 3	
486	Kline S. Olivar	F	Head Teacher 2	Tukuran Tech. Voc'l.
487	Roneth R. Bandalon	M	Master Teacher 2	
488	Ellen R. Acal	F	Master Teacher 1	Laperian NHS
489	Reno Digol	M	Teacher 3	
490	Filma A. Sumarago	F	Teacher 1	Cogon NHS
491	Kent James N. Saladaga	M	Teacher 1	
492	Rowena J. Cortez	F	HT - III	Kabatan NHS
ZAMBOANGA SIBUGAY				
493	Maricel B. Garcines	F	HT-III	Alicia NHS
494	Christine Ann R. Samson	F	HT-I	Bacalan NHS
495	Rosana B. Flores	F	HT-II	Baga NHS
496	Rowena P. Casibual	F	T-III	Balangao NHS
497	Honey Jane D. Cochoco	F	T-I	Balian IS
498	Lemy M. Ochea	F	HT-I	Balungisan NHS
499	Julnie S. Albiso	F	T-III	Bangco IS
500	Claire A. Dimasuhid	F	T-III	Basalem NHS
501	Shiela Mae D. Paglinawan	F	HT-I	Bulawan NHS
502	Nelly M. Curiba	F	HT-II	Buug NHS



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569	Mariza D. Silva	F	HT-IV	Siay NHS
570	Kris Ariane Obido	F	T-III	Silingan IS
571	Mercedita S. Magaro	F	HT-I	Simbol NHS
572	Leah M. Sumatra	F	T-III	Sisay NHS
573	Sunshine B. Fernandez	F	T-III	Sta. Fe NHS
574	Bernie A. Villarete	F	T-I	Sto. Rosario NHS
575	Vanessa H. Cabahug	F	T-III	Sulo NHS
576	Cristopher III S. Cainglet	M	T-I	Surabay NHS
577	Jermima T. Antigua	F	T-III	Surabay NHS
578	Russiel C. Dagohoy	F	T-III	Talairan IS
579	Mark Anthony S. Ignacio	M	T-III	Talusan NHS
580	Cleofe P. Lim	F	HT-I	Talusan NHS
581	Zenaida J. Baldeovar	M	T-III	Tambanan NHS
582	Ma. Jovis P. Arsenal	F	T-III	Taway NHS
583	Ruel Gabas	M	T-III	Tiayon IS
584	Aiza T. Villaespin	F	T-III	Timalang NHS
585	Cyrel Joy R. Piodo	M	T-I	Titay NHS
586	Mei Ann D. Commission	F	T-II	Titay NHS
587	Ricky A. Banas, Jr.	M	T-I	Tungawan NHS
588	Emilyn E. Anguiled	F	T-III	Villacastor NHS
589	Edmond R. Lozano	M	T-3	Zamboanga Sibugay NHS
590	Laila Mae S. Caballero	F	T-III	Zamboanga Sibugay NHS
CORE TRAINERS				
591	Chique Cherry C. Lumbay	F	GC III	Molave Vocational Technical School
592	Mark Risty S. Tan awon	M	GC I	Zamboanga del Sur Division
593	Rivamae D. Fernando	F	GC II	Culianan National High School
594	Harold T. Antes	M	GC III	Zamboanga City High School
595	Marielle Joshua V. Omamalin	M	GC II	Mabuhay National High School
596	Ronald F. Astillero	M	GC II	Titay National High School
597	Daryl A. Tomboc	F	GC II	Surabay National High School
598	Narcelie B. Orot	F	GC II	Diplahan National High School
599	Cristy Ross A. Pacatang	F	GC II	Zamboanga Sibugay National High School
600	Noniel L. Caguimbay	M	GC II	Ipil National High School
601	Merelie B. Kuizon	F	GC II	Sta. Clara National High School
602	Jinky Marie R. Guinea	F	GC II	Zamboanga del Sur National High School
603	Heather M. Rosales	F	GC III	Zamboanga del Sur National High School
604	Cleofe A. Villegas	F	GC III	Zamboanga del Sur National High School
605	Jacqueline Y. Coyme	F	GC III	Zamboanga del Sur National High School
606	Riza T. Carbajosa	F	GC III	ZSSAT
607	Leah Dannielle B. Sumondong	F	GC II	Zamboanga del Norte National High School
608	Melissa Mae R. Ebuna	F	GC III	Zamboanga del Norte National High School
609	Miaflor A. Ogarte	F	GC III	Zamboanga del Norte National High School
PROGRAM MANAGEMENT TEAM				
610	Marietta R. Anhaw	F	Chief, HRDD	Regional Office
611	Lucman L. Manupac	M	Chief, QAD	Regional Office
612	Sheila Rose B. Apiag	F	Chief, ESSD	Regional Office
613	Kathleen Joy B. Padilla	F	PDO IV, ESSD	Regional Office
614	Sarah Handang	F	EPS, CLMD	Regional Office
615	Angelo B. Malon	M	ADAS III	Regional Office
616	Julius Pandan	M	EPS II	Regional Office
617	Rechell V. Galang	F	LRP COS	Regional Office
618	Saturnino Dominguez Jr.	M	GC I	Dipolog City
619	Chona A. Caballes	F	HT III	Pagadian City
620	Naomi M. Arago	F	GC I	Zamboanga del Sur
621	Ma. Girlie Hope B. Duay	F	GC II	Zamboanga del Norte
622	Marnelli S. Bayron	F	GC I	Zamboanga Sibugay
623	Faith M. Francisco	F	GC I	Zamboanga Sibugay
CO MONITOR				



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624	Representative			
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Prepared by:

SHEILA ROSE B. APIAG, JD

Chief, ESSD

Recommending Approval:

GREGORIO CYRUS R. ELEJORDE, CESO V

Asst. Regional Director

Approved:

RUTH L. FUENTES, CESO III

Regional Director

Annex B.

INDICATIVE PROGRAM OF ACTIVITIES

SCHOOL-BASED TRAINING OF CAREER ADVOCATES

August 11-15, 2025 | Venue: *Pagadian City*

Time	Activity Content
Day 1 – Monday	
8:00 a.m. – 12:00 p.m.	Arrival and Registration
12:00p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:00 p.m.	Opening Program - National Anthem - Prayer - DepEd QPS - Welcome Remarks/Message - Introduction of Participants - Photo Documentation - Pre-Test
2:00 p.m. – 3:00 p.m.	Plenary 1: YFD CGP Introduction <i>Speaker: Mark Risty S. Tan-awon</i>
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 4:30 p.m.	Plenary 2: Overview of Career Guidance Program <i>Speaker: Mark Risty S. Tan-awon</i>
4:30 p.m. – 5:00 p.m.	Pre-test/End of the day evaluation/Writing Activity/Reflection/Other Reminders
Day 2 – Tuesday	
8:00 a.m. – 8:20 a.m.	Management of Learning
8:30 a.m. - 10:00 a.m.	M1S1: Guidance: Principles, Goals, and Other Related Concepts
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. - 12:00 p.m.	M1S2: Guidance Service and Clientele
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:15 p.m.	M1S3: The History of Career Guidance
2:15 p.m. – 3:00 p.m.	M1S4: Career Education in the Context of Guidance
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 3:45 p.m.	M1S4: Career Education in the Context of Guidance



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3:45 p.m. – 4:45 p.m.	M1S5: Theories for Career Choice and Development
4:45 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
Day 3 – Wednesday	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	M2S6: Legal Bases of Career Guidance in the Philippines
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	M2S7: The Career Advocate
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:30 p.m.	M2S8: Linkage Development
2:30 p.m. – 3:00 p.m.	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
3:00 p.m. – 3:30 p.m.	Health Break
3:30 p.m. – 4:20 p.m.	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
4:20 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
Day 4 – Thursday	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	M3S10: Guidance Service as Delivery System
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	M3S10: Guidance Service as Delivery System (Continuation)
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 3:00 p.m.	M3S11: Co-curricular Activities as Delivery System
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 4:30 p.m.	M3S12: DO No. 30, s. 2017 (Guidelines for Work Immersion) and DO No. 39 s. 2018 (Clarification and Additional Information to DO No. 30 s. 2017)
4:30 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
Day 5 – Friday	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	WAP Orientation
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	Post Test Closing Program End of the day evaluation/clearing house/other reminders
12:00 p.m. – 1:00 p.m.	Lunch Break
HOME SWEET HOME	

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Recommending Approval:

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Asst. Regional Director

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